

Abstract

The Diploma thesis „Survey of the Validity of the Methods of Employee Selection“ deals with analysis of methods validity that is used for the company employees' selection. On the basis of literature studied, author identifies following keywords related to the subject of the diploma thesis: Human Resources Management, Vision, Business strategy, HR strategy, Human Resources planning, Employees' selection and recruitment, Fluctuation and Evaluation of Work performance. Author further focuses on the research of validity of personal selection methods that have already been published earlier. Author performed particular research solution that took place in three phases. The first stage explored an optimal mix of selection methods for recruitment according to particular positions. Respondents were experts specializing on issues of Human Resources issues. The second phase focused on research of validity of personal selection methods. Validity of selection methods was examined by correlation coefficient between predicted work performance estimated by the given method, and the measured real work performance of the recruited employee in the evaluation system of the work performance. HR staff was questioned. The third phase examined the appropriateness of using selection methods, which were determined by comparison between what job performance predicted by the selection method, and whether the employee remained in business after the trial period. In the conclusion author compares the outcomes from the various stages of the research conducted.